Jus (1946) Department.

M.S. SERIES.

G.O. No. 4031

Dated 25-10-46

[Despatch Abstract.]

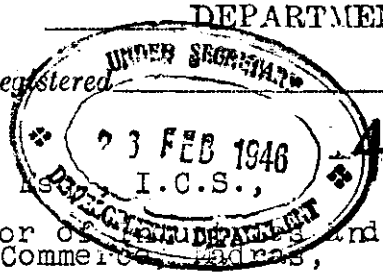
Industries – sericulture – Q.S
payment of money rewards and imposition
of prizes to induce labourers to turn out
better quality of silk – Approved – Standing
Orders amended

C.F. 32 (a).

In re please quote your date and short

DEPARTMENT.

Received Registered



48 OD/46

From (Name) A.Khaleeli Esq., I.C.S.,

(Designation) Director of Industries and Commerce, Madras,

Post Box , (Station) Camp, Coonoor.

Telegraphic Address

To

The Secretary to Government,
Development Department, Madras.

No. 2697-D/45, *dated* 23-2-1946. 193

Sir,

Sub: Industries - Sericulture - Silk Filatures at Kollegal - Rewards to labourers.

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ENCLOSURES

SPARE COPIES

When Mr.Peychaud was in charge of both the Government Silk Filatures and the Kollegal Silk Filatures, Kollegal in 1943-1944, a system of fines and rewards in order to induce the labourers to produce good quality silk. Whenever a reeler worked with real interest and produced good quality silk with very few breaks he was given a money reward and when on the other hand he spoilt the silk due to careless reeling, he was fined. This system has, I understand, been always followed in the filatures in Japan, China, Italy and France. In order to see whether the system works well in Madras before making it a permanent feature of the working of the filatures, I permitted the General Manager to introduce it and to work it.

The system has proved a success in that there is improvement in quality of the silk reeled in the filatures. Both Messrs:Peychaud

Rem 21.3.46 with [illegible] T.M. C1480/27

and Raman are definitely of the view that rewards should be continued as it is a great incentive to the workers to turn out good quality silk. The need for ensuring this is greater today as the Filatures are now engaged in producing finer silk in deniers such as 20/22, 16/18, 13/15 and 9/11 to meet the requirements of the civilian market. Finer deniers of silk call for very careful reeling and the grant of rewards will create special interest in the reelers and thereby help in the improvement of the quality of the silk produced. There is no objection under the Madras Factories Act to the grant of rewards, nor to the imposition of fines for such acts and omissions as have been approved by the Chief Inspector of Factories under the Payment of Wages Rules 1937.

N

I request that Government may be pleased to sanction payment of rewards to labourers at ~~one~~ half anna in the rupee as a permanent measure.

M

akiachi

Director of Industries and Commerce.

Plaintiff
& P.C.
No 4/1/4 To

Issued
5.2.46
3

Rec'd 15.6.46

Sub: Silk Cloths ab Kollegal — Rewards to Cadjigars

Ref 1-2 cf Regd Yarn & Cloth No 26,97,274 ordered Rs. 2 lacs

Please explain clearly the basis of calculation of payment of a reward of 'half an anna in the Rupee' and also report the amount of rewards paid so far and the fines levied during the period the System remained in force. The Cutter also has been in vogue. Kindly also say how the payment of rewards and the recovery of fines have been treated in the accounts of the Silk Looms, and whether it may not be desirable to embody the System in the Standing orders of the Silk Looms.

Not reported to be in force for 2 years

19.3.46 VR 4.3.46

Please T.M H.C.

C 14800 D/46

Dd/Rec'd 21.3.46

21.3.46

Sab. Silk Situation at K Dept Reports to Labour

Ref. Sent T.M d 4.3.46.

p3 above

Please say when a reply to the T.M. dated

19/3/46

R 2 4 46

C 14800 D/4 5

A.R.P. M/4

"IN" - MESSAGE FORM

Date.	Time of completion.	Telephonist's Initials.

T.M
23.3.46

MESSAGE :—

From D.I.C. To G.S. Dev. Deptt.

Sub: # Silk Filatures - at Kollegal — Rewards to labourers

Ref. Govt. T.M. 2 / 22.3.46.

I have referred the matter to the Genl. Manager, Govt. Silk Filatures — Kollegal and Manager, Kollegal Silk Filatures, Kollegal and I shall send my reply as soon as I hear from them.

A

Addressed to	Incident No.

b/

Dew Dept.

Do 2.5.

The D.D&L. may be reminded next on 12.4.46, if necessary

26/3/46 26.3.46

30845 D/46

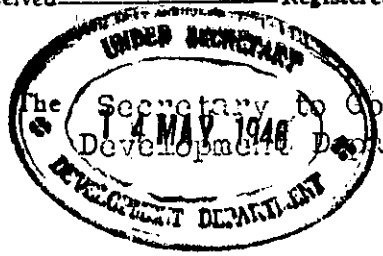
C.F. 32 (a).

Industries & Commerce Department

From (Name) Sri Rao Bahadur N.M. Adyanthaya, B.Sc, (Edin).,
Designation Director of Industries & Commerce,
Station Chepauk, Madras.

Received Registered

To



The Secretary to Government,
Development Department, Madras.

Enclosures:

No. 2697 D/44 dated 13th May 1946.

Sir,

Sub: Industries - Sericulture - Silk Filatures at Kollegal - Payment of rewards to labourers.
Ref: Government Post Copy of Telephonic Message dated 4th May 1946.

Section 8 (4) of the Payment of Wages Act stipulates that the total amount of fine which may be imposed in any one wage period on any employed person should not exceed an amount equal to half an anna in the Rupee of the wages payable to him in respect of that wage period. It is desireable that the payment of rewards is restricted to the limit up to which the labourers can be fined. The recommendation made in my letter No.2697 D/45 dated 23-2-46 is based on this principle.

The amounts of rewards paid and the fines levied during the period the system was in force are shown below.

G.S.F.	Rs. a. p.
Fines.	184 13 0
Rewards.	1232-1-0

K.S.F.	Rs. as-p.
Rs-	95 12 6
	975 8 3

P.T.O.

In both the filatures the amounts of rewards paid have been charged to the wages. In the Government Silk Filature the fines imposed during the period were short drawn from the muster roll amounts, while in the Kollegal Silk Filature the fines collected up to 10-8-44 viz. Rs.83-5-3 were short drawn from the muster ~~xxx~~ roll amounts and the fines collected afterwards viz.Rs. 12-7-3 are kept out of the Commercial Accounts, in suspence, with the idea that when a sufficient amount of fine is collected, it may be utilised for the free distribution of rice and ~~xixx~~ ragi to the labourers in the filatures as approved by the Factory Inspector.

The system may be embodied in the standing orders of the two filatures.

S.B/13-5

for Director of Industries and Commerce.

Dev Dept.

Memo No 14800 DT/41=2 dt 28.6.44

Ind Trg Service Cultivn - Silk Filatures at Kullegal - Payment of rewards to labourers

Ref: From the Dy Dir Lr No 2697 25/44 dt 13.5.44

The Director is informed that he should have obtained the previous approval of the Govt before permitting the introduction of the system of rewards to labourers.

2. From the figures furnished with his letter cited it is not clear to the period to which they relate. He is the Dy Dir requested to report what the extra cost would be for a year if introduced in working the

PRO 30/7/64/30h

Scheme for a year and also to suggest a suitable money limit upto which payment of rewards may be made ~~without Govt sanction~~ without Govt. sanction.

Rs 1 lakh on 19.9.46

28/6/46

To The Dy Dte 3/7

Memo No 14600 DI/46-2nd 29-7-46 From Inducement Campaign - Suggestions - Rewards at Railhead - Payment of rewards to labourers

29.7.46

Ref: Govt Memo No 14600 DI/46-2nd dated 28.6.46

The Dy Dte is requested to expedite his reply to the memo cited above

To The Dy Dte 1/8

29/7/46 29.7.46

29.7.46

NN 16.8.46

No.2697-DI/45. Office of the Director of Industries and Commerce, Madras, 7th Sept 1946. 6626/46-DI/4

From

A. Khaleeli, Esq., I.C.S.,
Director of Industries and Commerce, Madras.

10.9.46

To

The Secretary to Government, Development Department, Madras.

Sir,

Sub: Industries - Sericulture - Silk Filatures at Kollegal - Payment of rewards to labourers - (Dev)

Ref: Government Memorandum No.14800-DI/46-2/dated 28-6-1946 -

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The rewards paid and the fines levied detailed in paragraph 2 of my letter No.2697-D/45 dated 13-5-1946 relate to the period from November 1943 to March 1945.

2. The extra cost involved in working the scheme for one year cannot be worked out since it is not possible to forecast the number of labourers who would turn out work deserving of a reward and the period for which they would do so. I suggest payment of rewards at 6 pies in the rupee of the wages payable to the labourers may however be fixed. Assuming that 350 ~~xxx~~ basins would be working in the amalgamated concern and that a quantity of a little over 90,000 lb. of silk would be produced in a year, the additional cost involved by payment of rewards at the rate mentioned above will work out to about one ~~five~~ pie per lb. of silk. I suggest that Rs.500/- may be fixed as the maximum limit upto which payment of rewards may be made in a year without Government sanction.

for Director of Industries & Commerce.

s.n.

Dev Dept

48-49

Subj:- Industries - Development - Cultivation - GSI - Kollegal - ~~Introduction of the system of~~ Payment of money rewards and imposition of fines to induce labourers to turn out better quality & more work - ~~Proposals of the DDte~~ - Approved - Standing Orders of D&S amended -

Read again: G.O. No 2099 Dev dt 30.5.45.

Read also:- from the DD to Lr No 2690-D/45 dt 23.2.46 dated 13.5.46 and 7.9.46

ORDER NO 4031 - MS-Dev dt 25/x/46

The Government accept the proposal of the Dte to pay the labourers employed in the Government silk Weaving, Kollegal a money reward for good work and to impose a fine for careless reeling, ~~as mistakes to the work~~ in order to ensure quality of silk reeled by the workers in the Weaving. The Dte is permitted to incur an expenditure not exceeding Rs 500/- (Rupees five hundred) per annum on the payment of rewards.

~~The Dte shall maintain a proper account showing every year~~ The rewards granted shall not exceed an amount equal to half an anna in the rupee of the wages payable to a labourer during any one wage period. The fine imposed for careless work shall not also exceed the above rate.

2. ~~After~~ ~~Standing order No 24~~ The following shall be added as

Standing order 25 to 46

~~4~~ The Standing orders relating to the GSF Rolls as embodied in the annexure to G.O. No 2099 Dev dt. 30.5.45. hpls ~~to be as follows shall be added.~~

25. ~~Levy of fines and~~ Payment of rewards. Fines may be imposed in any one wage period on any employed person for bad work but shall not exceed an amount equal to half an anna in the rupee of the wages payable to him in respect of that wage period. Rewards for good work may also be similarly paid, subject to the maximum of half an anna in the rupee as aforesaid.

The amounts paid as rewards should be charged to the wages and the fines imposed should be shown drawn from the amounts to wells. The total amount of rewards payable in a year shall be limited to a maximum of Rs 500 (five hundred)"

3. Necessary amendments to item 15 of Appendix 15 in M. Dc. Vol II will be issued separately

31.10.46

Thro' Addl Agl through Copy to Fin (Exp. Br) with copy of note

Copy of the note on p2 of the file may be forwarded to Fin for info & reply

Addl Agl 9.10.46

13/10/46

Subj: Industries – Sericulture – Silk Filatures at Kollegal – Payment of rewards to labourers – Proposals of D.I.&C.

14800 D/46 1-2 f Ref: From the D.I.&C., 2697 D/45 d 23.2.46 and 13.5.46
pp 7-8 f

To U.S.

Please see the D.I.&C's letter at pp 1-2 cf, the t.m. issued to him at p 3 cf and his reply thereto at pp 7-8 cf.

The figures furnished at 'M' on p 7 cf are for perusal. Though the amounts paid as rewards exceed the amounts realised by way of fines, the proposals at 'M' on p 2 cf and at 'M' on p 7 cf may perhaps be agreed to, as they tend to encourage good work among the labourers of the Filatures. The procedure adopted in the Kollegal Silk Filatures to accumulate the fines and then distribute it among labourers in the shape of rice or ragi, though approved by the Factory Inspector, may create certain difficulties later, particularly as no limit is set, upto which they will be allowed to accumulate and there is the difficulty of keeping the amount in the Suspense account. It is perhaps better to short draw the amounts from the muster rolls. Subject to orders, the following draft standing order may be added to the standing orders of both the Silk Filatures:-

~~p 8 cf~~

(X) ~~pp 15-19 cf~~ (N) and ~~pp 21-25 cf~~ (L)

"25. Fines may be imposed in any one wage period on any employed person for bad work and will not exceed an amount equal to half an anna in the rupee, of the wages payable to him, in respect of that wage period. Rewards for good work may also be similarly paid, subject to the maximum of half an anna in the rupee as aforesaid.

vide 'B' on p 7 cf

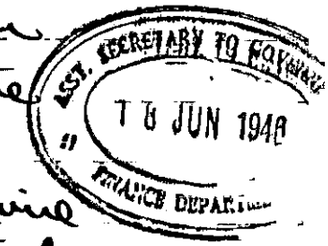
The amounts paid as rewards should be charged to the wages and the fines levied should be short drawn from the muster rolls. # The total amount of rewards payable in a year shall be limited to a maximum of Rs 500. #

Subject to orders

The case may be sent to the Finance dept. for remarks and to the Legal dept. for scrutiny of the draft

standing order, suggested overleaf and for remarks, if any.

K
17/6/46. This Dept has no objection to the proposal from the administrative point of view, but would like the opinion of Finance as well as their views.



34227 AB.

L Fin
17646

17/6/46

Finance(Accts.B)

17646

Please see the letters from the Director of Industries and Commerce on pp.1-2 and 7-8 in the C.F.

The system of payment of rewards for good work to workers at the rate of half anna in the rupee seems to be in force in the two silk-filatures on a temporary basis. The Director has given figures at M on p.7 C.F. showing the amounts of fines levied and rewards made during the period the system was in force. It is not clear as to what this period is and what the extra cost on account of rewards will be for a year. ~~Perhaps the extra cost is not large.~~ Even so the Director should have obtained the prior sanction of the Government before permitting introduction of the system of rewards. He may be ~~told so~~ informed accordingly. K A

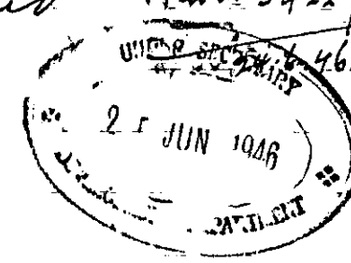
2. He now asks for Govt.'s sanction for making the system permanent. (M on P.7 C.F.) It is submitted that the non-levy of fines for good work would itself seem to be sufficient and prima facie a further encouragement by way of rewards seem to be superfluous. In view, however, of the reasons stated at N on p.2 C.F., the proposal need not perhaps be objected to, ~~subject to the remark~~ but it seems necessary that an annual money limit which may be made without Government's sanction. Govt. may be requested to ascertain from the Director the information referred to at K above and suggest a suitable money

24.6.46 I

24.6.46

Dir Dept 12448

Fin(Accts) 34227 Accts 26.6.46.



TJOS

The draft OM to the DG is below for approval

K 16/6

26

In Dy No 2697-DII/46 Dt 1.9.46

Tabs

M1 - 2 cases may kindly be perused.

2. Please see the memo of the DGTE at pp 9-10 Cf and the Director's reply at p11 Cf

3. The DGTE states, that for the ~~reasons~~ ~~Statut~~ reason mentioned at 'A' on p11 Cf it is not possible to furnish any estimate of the extra cost involved on account of the System of rewards to labourers. The Director's suggestion at 'Z' on p11 Cf may perhaps be accepted in this Dept.

AM 15-9-46

4. The case may be sent to Fin with reference to their notes on p2 above and to Legal Dept. for scrutiny of the draft Standing Order suggested at 'A' on p1 above. (as amended in pencil now) for inclusion in the Standing Orders of the G.S.F. Rly (K.S.F has been merged with the East Bengal Railway since)

(-) Returned from Fin. in connection with their note on p2 above

13946 13.9.46

AM 15-9-46 Fin/Legal.

Dir/No 14 dov DI/46.1

Fin (Exps)

16.9.46

ASSISTANT SECRETARY 5007/EB 17 SEP 1946 FINANCE DEPARTMENT

(Previous Fin note on p2 above) The D.G.T.C has suggested that Rs. 500 may be fixed as the maximum limit upto which payment of rewards may be made in a year without the sanction of Govt. Dept. propose to accept the suggestion. Fin may agree. (It is presumed that Rs. 500 will be the limit per year for the amalgamated Railways.)

Z on p11 Cf

at 6 pies in the Rupee of the wages payable to the Labourers.

in para 3 above

DMW 19.9.46

2. Dept may be requested to send to this deptt a copy of the orders to be issued together with relevant extracts of

DMW 19.9.46

of notes for making the necessary amendments to Appx. 15 Heads of in M.P.C., Vol II

Ltd 18.9.46

C&L 19.9.46

$ - Dev 19.9.46

Thro Exp A DR 19.9.46

Dev Dept

C&L

Dev Dept

DEV ONO 76291 Firms 5007 1E B-1

DI/46 19-9-46

UNDER SECRETARY 21 SEP 1946 DEVELOPMENT DEPARTMENT

21-9-46

T.U.V.

Please see Fin Dept notes from - 21.9.46 p3 above.

re p3 above The no of basins recommission must allow at the Combined Features is 578 and the D.G.te has assumed that only 35% basins will prove be put into Commission in the amalgamated Concern. The presumption expressed by the Finance Secretary does not therefore appear to arise - as there is only one Silo Plan at Karaye and is built

The file may be sent to Legal as already marked

AM 21.9.46 Dev 21.9.46

AM 23-9-46 Legal.

DW 20/4800 DI/46

24.9.46

S 1424 25.9.46

LEGAL DEPARTMENT.

In the Standing Order suggested by Development at A on page 1 ante. the words "and will not" may be altered into "but shall not". The words "fines levied" may be altered into "fines imposed".

24/9/46 Dev

ASSISTANT SECRETARY 26 SEP 1946 LEGAL DEPARTMENT.

Dev Dept

74073 DI/46

T.U.V.

Please refer to Legal Dept's note Legal No. 7624-1 2.10.46. above. Draft order is put with for approval

The 2 draft orders below may be issued

JB 2.10.46 Dev 8/10/46

AM 9.10.46 S.

UNDER SECRETARY 5 - OCT 1946 DEVELOPMENT DEPARTMENT

Please see Exhibits to original.

Class Dev

NO 40318/25/46

21/10/46 Dev since.

H.M. (9.)